



**MYANMAR
WORKERS RIGHTS
VIOLATION**
**THIRD ANNIVERSARY
OF MILITARY COUP**



INDUSTRIAL ZONES UNDER MARTIAL LAW

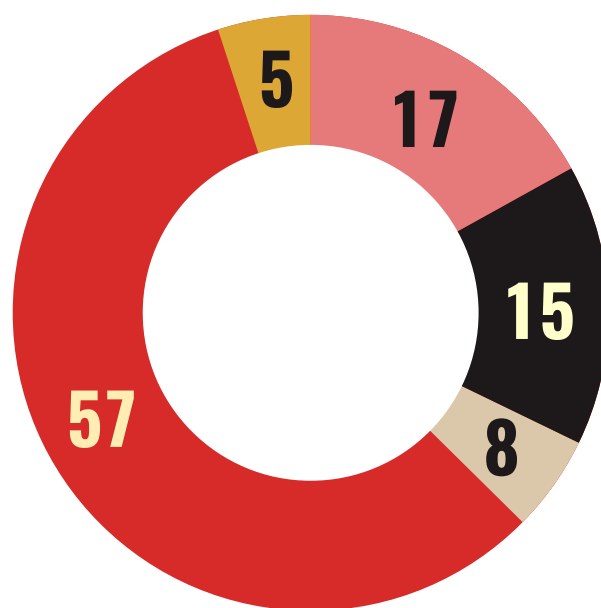
This infographic serves as an overview of severe violation against workers' rights to freedom of association, assembly and expression under military regime. Thousands of trade unionist, labour activists and workers, active in the Civil Disobedience Movement (CDM) to reclaim democracy in Myanmar, were arrested, detained, evicted from their homes and killed in Myanmar. We find it extremely important to support human rights defenders and labour activists in these challenging circumstances.

The information, collected from February 2021-December 2023, reflected in the infographic is coming from various sources, i.e. trade unionists and activists. The figures in this infographic are cumulative added over time. It is expected the actual figures are much higher.

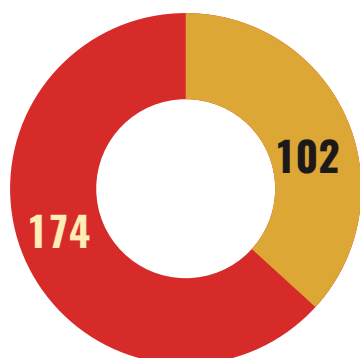
The updated version includes development of workers arrested in the industrial zones since the enforcement of the Martial Law and various forms of military intervention in industrial disputes.



Imprisoned workers, arrested in the industrial zones, by sector per December 2023



Per December 31, 2023, more than 276 workers and trade unionists from various sectors have been arrested in the industrial zones (Hlaing Thar Yar, South Dagon and Shwe Pyi Thar) since the enforcement of the Martial Law on March 15, 2021.



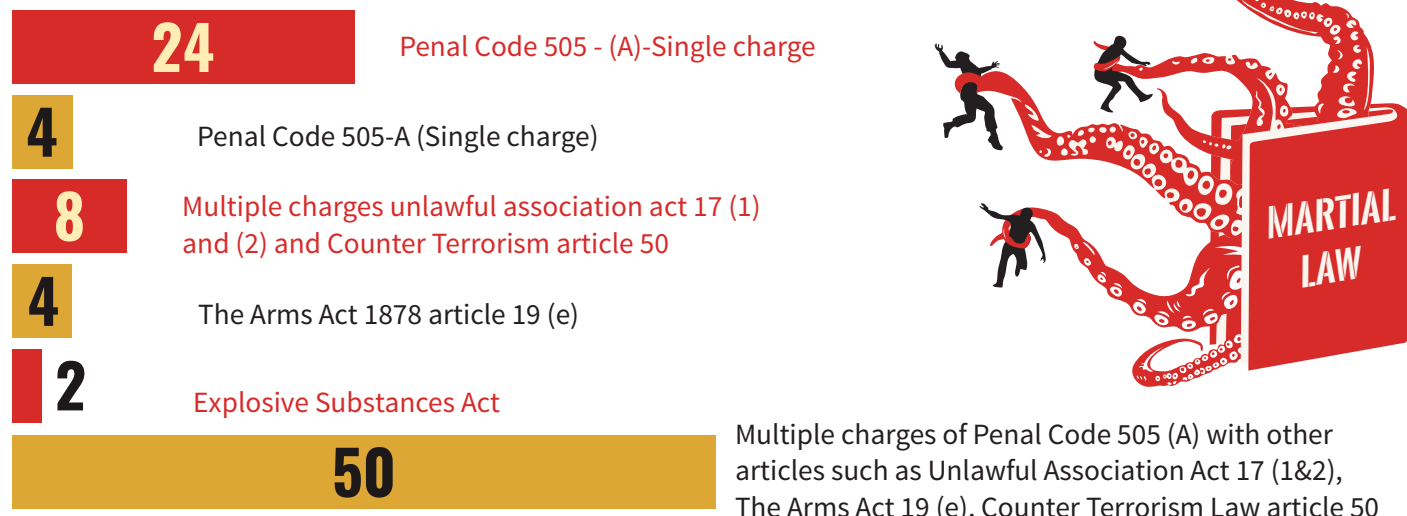
- 174 were granted amnesty and released within period of 18 - 20 October 2021 ; released after few days detention; briefly arrested released after bailed by families
- 102 sentenced to 3-20 year prison and life

- 57 Casual workers from various sector such as logistic, agriculture (poultry farm), fertilizer etc
- 5 trade unionists, and organizers
- 17 workers from garment and footwear sector
- 15 construction workers and building materials
- 8 taxi drivers

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Articles used to press charges against workers*

*Some workers have not been charged yet



Percentage of 60 cases of human rights violation in the industrial zones



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March 16, 2021

First casualty taking place after the enforcement of the martial law was the massacre at Xing Jian Factory. After told by a supervisor that the employer would soon close the factory for three months, workers came to the factory to collect their 15-day wages and four-hour overtime on March 16, 2021. Three military trucks rushed in and the workers were locked inside the factory. One woman worker dared to question the presence of military. A soldier slapped her. she had a little big argument with the soldier...she was then shot to death on the spot..At least total 6 people killed and 5 workers arrested. The arrested workers were released on October 18, 2021

April 12, 2021

The supervisor told Rui Ning union leaders, who were on leave, to come to work. They were forced to go to work and threatened to be dismissed if they failed to show up. The union leaders then went to work at 12 PM. Around 1 PM, two military truck with 30 soldiers were deployed raiding the factory.. the union leaders managed to escape through back door...Prior to the coup, the union at Rui Ning was very active in negotiating wage, sick leave and union recognition..

May 2021

The military came to Ven D'est Factory, instructing the employer to take photos of workers' activities and report them to the military council. Started from May 2021, military has been deploying their personnel at labour offices to monitor activists and organizers still performing advocacy work.. They also set up a military camp in Shwe Pyi Thar

6 November 2021

The military came to Gassan Factory and took pictures of workers in sit in protest inside the factory demanding for their rights then arrested the workers ,leaders. Prior to this the union president, Ye Yint was arrested at Hlaing Thar Yar Hospital on September 14, 2021

March 5, 2022

GY Sen Apparel worker who just collected her salary was robbed near the factory. This kind of robbery on payday is quiet rampant. Prior to this, in February, GY Sen workers who was riding motorcycle was robbed by armed thugs who then snatched his motorcycle. All took place in the industrial zone.

March 6, 2022

Kyaw Paing Soe, Yoo Win garment worker was on his way to his hometown with his two friends. At Maubin checkpoint, their taxi was stopped by military. Kyaw Paing Soe was arrested on that day due to political post he shared on social media in 2021.

INDUSTRIAL ZONES UNDER MARTIAL LAW

March 18, 2022. GTIG Eastar Factory

At around 11 am on 18 March 2022, a group of soldiers and nine policemen entered the factory. During lunch, a soldier came and asked a male worker from the Cutting Department whether it was convenient at work. The worker replied, "It is convenient to work, but the commodity prices are rising and it is not convenient due to low wages". A soldier told the worker to negotiate whenever necessary with other workers and factory management. The soldier said that military force was not responsible for working condition issues but monitoring potential violence and armed chaotic situation. However the military had to come to the factory whenever an incident occurred or chaos upon the request from management/employer. The soldiers then left the factory at half past one.

April, 27, 2022

Armed motorcycle robbery took place at the parking area near United Candy Factory. The man whose motorcycle was robbed was to pick up his sister after overtime. Since the coup and enforcement of Martial Law, workers' security, returning from OT, is at risk.

From April 19- May 7, 2022 numerous robbery and motorcycle seizure took place at many bus stops in the industrial zones. Workers experienced difficulty in commuting to factory and home. They had to find an alternative safer routes. According to a worker who lives at Aung Sat Kyar Street, (7) Ward, the ward chief fined workers 5000 MMK for any delays in reporting themselves in the guest's list* Many workers, exhausted after long OT, failed to report this to the ward/village authority. Sometimes they have to pay 10000 MMK for the delay.

May 1, 2022

A male worker at Ni Sho Garment Factory said that All D 2 tower was on fire around 11PM. And around 80 men - including ward leader, police, SAC soldiers came to investigate his dorm. The dorm leader asked everyone who stay at the dorm to come out and the soldiers and polices went in to investigate. Two workers Ni Sho garment factory were late to inform guest lists because they were working OT. They had to sign bail out and they were released. Workers who stay at the dorm afraid because of this kind of surprise check in their dorm.

May 5, 2022

Workers at Likes View Tex Garment factory were waiting in front of the factory until 7:00 pm for wages. It was payday. The employer soon called the military which soon arrived with large and small vehicles. The military then interrogated the workers. The chief of the soldiers then approached the employer, May Thazin Phu and asked her to settle this matter and talk to the workers. The employer then signed an agreement with workers to pay full salary. The army then released the workers, telling them to go home. No arrest taking place. However, on the next day, the employer still failed to pay full wages. The workers had to struggle to make ends meet but were scared that the employer would again call the army. Despite no arrest taking place, the workers were traumatized by the interrogation

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May 29, 2022

A woman worker who work at Smart Naniwa garment factory said that a bomb exploded at Mytel tower from No 1, Padaut street, at around 5AM. At around 7AM, the another bomb explosion took place near No 42 middle street injuring a betel nut seller. In the evening, the military searched the residential area and checked guest lists where the workers and local residents live. They detained workers who were working OT because they were late to inform guest list to the local authority. They were released after paying fine.

June 10, 2022

The workers at La Yin Moe Garment only received 20 percent of salary. The workers were planning to take up collective action including sit-in strike. To prevent union representatives to talk to the workers, the factory then was surrounded by armed men equipped with machete, stick. Later, the junta's Ministry of Labour (MoL) intervened and asked the employer to pay full salary

August 18, 2022

Universal Garment workers reported that the soldiers came to workers' hostel asking the (internal) migrant workers to show documents from their villages (village recommendation letter) and IDs. The soldiers confiscated the village recommendation letters. This was to check if the workers come from the area where there was a growing armed resistance against the military. They targeted the workers with 8/ and 5/ ID card. ID with serial 5/ represents Sagaing Division and 8/ Magway. Those are two areas with intensified armed resistance against junta.

Early September 2022

40 workers at Aung Pan Garment Factory in South Dagon were fired without advanced notice. No compensation paid. The workers launched a spontaneous protest. The employer then reported it to the military that immediately deployed 2 trucks of soldiers. They inquired the workers regarding the motive of strike. The military commander then asked the workers to bring the case and resolve the dispute at relevant office/department as the strike was prohibited and the strikers would be arrested .

The workers then went to arbitration body to report the unfair dismissal. Meanwhile the dispute over unpaid wages and compensation was reported to Labor Department. Later the employer was ordered to pay workers' salary on September 10.

November 17, 2022

Around 10 soldiers searched the transportation bus provided by the factory (Ferry bus) and interrogated workers from a footwear factory where a strike for wage increase just took place. They asked the workers if they had further information about the demands addressed in the strike and if they knew the name of the manager. The workers told the soldiers that they did not engage in the strike and had no information regarding factory management. The soldiers then asked the workers to get off from the bus. The soldiers then asked the workers to take some YBS bus (public transportation) . None was arrested in this accident. The workers were traumatized with this form of bullying.

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November 29, 2022

The dismissed workers from YFA Garment came to the factory demanding the compensation. They sought for help from an organizer of a labour right organization (LRO). The military soon deployed a troop in front of the factory. The organizer was arrested and taken to labour office. He was interrogated by soldiers and labour officers regarding the registration status of his organization. He was released after several hours but reminded that next time he could be detained and imprisoned.

January 2023

The military handed pistol to Shwe Pyi Thar ward/village officer. The officer had to shoot the gun at night (to intimidate people). The military from Shwe Pyi Thar township would supply the bullets.

January 28, 2023

Ko Nyi Nyi (not a real name), a garment worker from Shwe Pyi Thar industrial zone was arrested in front of a factory where he worked. On that day, the military randomly stopped the workers in Shwe Pyi Thar and asked them to show their ID. Ko Nyi Nyi, wearing a black hoodie, was stopped. He failed to show his ID card. Then the soldiers beat him and took him to a military camp. The factory manager, who later found out about this accident, bailed him out and had him released at night. The soldiers arrested him to extort money from the factory.

February 20, 2023

Around 9:00 AM, military, polices and ward administrator arrived with 7 cars at a garment factory located in Hlaing Thar Yar Township. Some armed soldiers then surrounded the factory entrance while plainclothes soldiers entered HR office. The military cars were parked at places where workers normally have lunches. Nobody knew what they wanted from HR office. When they left the factory, they took around 20 pieces clothes (that had been sewn and ready to be packed) from the factory.

March 3, 2023

Some workers from a shoe factory in Hlaing Thar Yar called the HR office filing a complaint about insufficient transportation facility. The (only one) "ferry" bus provided by the factory was too small that too many workers were packed inside. It was very dangerous as many workers had to sit on the top of the bus or hang on the bus door. The HR responded the complaint by asking the workers to wait for another vehicle (to be sent) to transport them home at night. Shortly after the conversation, after a night shift, two military vehicles entered the factory. The soldiers asked the workers to board the military vehicles if they did not want to take the ferry bus. The workers were scared of being arrested. They quickly rushed themselves to board on the small ferry bus.

March 18, 2023

Two mechanic workers had an argument at a garment factory in Shwe Pyi Thar Industrial Zone. The HR called the military. Two military trucks entered the factory and took the workers. The workers were released on the next day. On the national army day, March 23, 2023, the employer reiterate their support for the military. The employer would not hesitate in the future to call the military to handle any issues which include workers having arguments among themselves.

INDUSTRIAL ZONES UNDER MARTIAL LAW

March 23, 2023

Two women workers from No (11) Textile Factory Pakkoku, Magway Region. were arrested by soldiers at Kai checkpoint at 0300 PM. They were raped during the arrest. The two workers then committed suicide. The villagers found their bodies at night and buried them.

March,6,2023

Around 2:30pm, the military arrested an organizer (from an LRO) and seized his motorcycle. He was on the way to help workers at Thardukan Industrial Zone, Shwe Pyi Thar. He was taken with military vehicle to the nearest military post. The soldiers checked his phone and saw a pop up online gambling ad. They quickly framed him as an online gambler. He was interrogated. He was released in the evening time. Some people from the LRO fetched him.

Since **March 2023**, the military has seized motorcycles and arrested the riders in the industrial zones (Hlaing Thayar , Shwe Pyi Tha Township , Dagon Myothit east / south, Dagon Seikkan and Mingalardon township). Many factories do not provide sufficient transportation facility (ferry bus) for. the workers. Many women workers relied on their family members to pick them up with motorcycles. The military has targeted workers' motorcycles. The workers were asked to pay 50000 or 100,000 MMK to redeem their motorcycles.

On **April 21, 2023**, Yangon Industrial Zone Management Committee from Mingalardon Township issued a security instruction. Point (1) sub-paragraph (5) and point (2) of the instruction require all factories to comply with the security measures stipulated. The notification, enacted on April 29, requires the factories to collect and prepare personal information of all workers. The factories had to install night security light fueled with solar system, in case of electricity shortage. The factory (internal) security officers had to be cooperative with military. All of these measures, stipulated in the instruction, were to prevent act of terrorism, crime, drug abuse and gambling in the industrial zones.

On **April 22, 2023**, around 3-4pm, the ward authorities in Shwe Lin Ban Industrial Zone, Hlaing Thar Yar, made an announcement that all motorcycles and cars parked on the side roads (outside factory) would be towed. Around 4 PM, the soldiers blocked the main road at the industrial zone and seized workers' motorcycle at the road intersection.

On **May 9, 2023** a soap factory worker in Dagon Port Industrial Zone was stopped by soldiers. He was riding his battery bicycle after completing the night shift. The soldiers stopped him at Kalawe Bridge and seized his battery bicycle. The soldiers told him to pay 20,000 MMK to redeem the bike. The worker told the soldiers that he was just a factory worker and could not afford to pay 20,000 MMK.. The soldiers hit his face with their riffles. The worker then borrowed money from his friend to redeem the bike. On the next day, he gave the money to the soldiers but they did not want to return his battery bike

May 15, 2023

A factory worker in Dagon Port Industrial Zone, Bago was beaten by a drubken soldier. He was on the way home after working overtime, The soldier stopped him for violating curfew. He showed the soldier his factory ID card. The soldier beat him before releasing him.

INDUSTRIAL ZONES UNDER MARTIAL LAW

May 31, 2023

A gas station worker was beaten by soldiers at Ahwe Moe gas station, in Bago Township on May 31, 2023. The accident happened at the morning. Drunken soldiers approached the worker at the gas station and beat him. Drunken soldiers often come to shops in the market in industrial area asking for money. They beat the workers if they do not get the money.

June 10, 2023

7 workers/union leaders at HoSheng factory were dismissed for negotiating wage increase. On the following day, the employer put on the photos of 7 workers at the factory gate and deployed thugs to prevent the workers to enter the factory. The workers demanded the reinstatement of the seven workers. On June 13, the military stepped in and told the workers that under military ruling that union was banned.. By June .16, 5 workers were arrested; one worker was first arrested on June 14. All were released on September 4, 2023.

June 29, 2023

The military evicted workers living on Tapin Shwe Hti Road, (23) ward plot No. (256/257), Shwe Pyi Thar. Workers, mostly from construction and manufacture sectors, have lived there for more eleven years.

July 18 2023

Ko Min Htun Thu, ALR organizer was arrested by plain-clothed police. He was kept isolated for few weeks. The family and lawyer made inquiries to police stations in Hlaing Thar Yar and Shwe Pyi Thar on his whereabouts. On August 23, 2023, the family was notified by the police that Ko Min Htun Thu was detained at Hlawga Police Station. He would be charged with article 505-A Penal Code

Ko Wai Lin, ALR organizer was arrested on 19 July 2023. Police and military raided his home in Hlaing Thar Yar and took him with military vehicle. He was detained for few weeks at Shwe Pyi Thar military interrogation center. On August 11, he was transferred to Hlaing Thar Yar police station then Insein Prison on the following week. He is charged with article 505 A Penal Code and article 17/1 Unlawful Association Act. His case would be tried at the military tribunal on August 31, 2023

Both were released on September 4, 2023

On **August 10, 2023** around 12 representatives of workers at a backpack factory in Shwe Pyi Thar, came to the management office. The employer, Chinese national and other expats staff fled Myanmar in June. The factory has removed overtime and downsized the workforce. The workers inquired the manager if the factory would be closed down and compensation scheme. The manager told the workers to continue working and stop making inquiry. The manager would call the military if the workers held any forms of protest. He also said that if the employer did not return to Myanmar, the manager would sell all machinery to pay the workers. Meanwhile, those who would dare to hold protest would be reported to the military

INDUSTRIAL ZONES UNDER MARTIAL LAW

Four female factory workers from Ward 125, in the Dagon New Eastern Township, Yangon Region, were arrested for failing to report their guest list. These five female factory workers reside in Ward 125, Dagon New Eastern Township, Yangon Region. They work in the East Dagon Industrial Zone and live as tenants in the neighborhood near the factory. They routinely report their guest list. However, in **August 2023**, due to factory requirements, they had to work overtime (OT) until 8:00 p.m. As a result, they returned home at 8:30 p.m. The ward office was only open from 5:00 p.m. to 7:00 p.m., leaving them with no time to report the guest list.

Previously, the ward office used to be open from Monday to Saturday and closed on Sunday. But now, Saturday has been designated as an office holiday, and Sunday has been reinstated as a working day for job applications and letters of recommendation. On the 11th of August 2023, at around 11:30 p.m., a group of police officers from No. 133 police station, including soldiers, ward officers from Ward 125, and members of the reserve fire brigade, entered their residences to check the guest list.

During the inspection of the houses of the five female factory workers, it was discovered that they had missed the deadline for filing the guest list due to their overtime work. However, their explanations were not accepted, and the five female factory workers were arrested and taken to the No. 133 area police station. They were informed to relay a message to their guardians that if a fine of 700,000 kyats was paid, they would be released, but if not, they would remain in custody.

The following day, on the 12th of August 2023, in the morning, the five female factory workers were released from the police station after their guardian aunt paid a fine of 700,000 kyats.

At a shoe factory in Eastern Dagon New City Township, Yangon Region, regular working hours are from 7:00 a.m. to 6:00 p.m., and employees are frequently required to work overtime (OT). On OT days, they must work until 8:00 p.m. and are responsible for covering their own transportation costs without arrangements for a ferry.

On the **27th of August 2023**, at approximately 8:30 p.m., six factory workers from Ward 140 in South Dagon New City Township were arrested by soldiers while on their way home from work. These workers commute from Ward 140 to the factory. That day, after finishing their overtime shift at around 8:30 p.m., they hired a sidecar (tricycle) at their own expense to return home. The soldiers intercepted the sidecar on the road between No. 2 Main Road and Ward 140.

The soldiers claimed that a total of seven individuals, including the sidecar driver, were on the vehicle. The workers pleaded that their jobs were at risk if they were arrested, as they had previously traveled in two separate vehicles. They explained that they worked at a shoe factory and were coming home late due to overtime work. Despite their explanations, the soldiers forced all seven individuals, including the sidecar driver, into a military vehicle and took them into custody.

Subsequently, they were instructed to contact their families, and each contribute 100,000 kyats for their release. However, their families were unable to afford this amount and pleaded for a reduced fee, which was not accepted. On the 29th of August 2023, their families managed to gather the money, and the workers were released with a warning not to travel with so many people again. They were told that if they were found returning home late in the future, they would face arrest once more. The workers returned to work on the 31st.

The workers reported the incident to the factory office but were informed that they would have to resign if they missed work again in the same manner. The factory stated that it couldn't take responsibility for matters outside the workplace and that their daily allowance would be deducted for any days of absence. Arrested workers would be terminated without delay. The workers requested the factory not to schedule overtime because they feared arrest if they returned home late. However, the factory insisted that if they couldn't return home, they should resign immediately.

INDUSTRIAL ZONES UNDER MARTIAL LAW

September 14, 2023

The military inspected a shoe factory in South Dagon Township, Yangon Region,. They wanted to inspect workers from Sagaing, holders of National Registration Card (NRC) No 5/ (Number assigned for Sagaing region). The employer told the workers that those with NRC No 5/ could tender their resignation. The military accused these workers of supporting the PDF armed groups. Factories employing workers with NRC 5/ would be subjected to random raid and inspection. The employer then asked the workers to fill out a form detailing their personal/family information such as name of their father, spouse etc and their origins. On September 18, 2023 some soldiers came to the factory to collect the forms filled by the workers.

September 18, 2023

Hlaing Thar Yar township court issued a warrant instructing police to arrest 10 (former) union leaders of Taiyi Shoes Factory. The court decided to resume the case against 10 (former) unionists charged with Penal Code article 341 . In March 2020, workers at Taiyi Factory held a protest demanding wage increase. Due to Covid 19 restriction imposed, the striking workers were charged with article 341 Penal Code for wrongful (action) under (mobility) restraint. In 2020, due to Covid 19, the 10 workers did not attend any trial; the case was postponed and dormant. It was re-opened again while 8 former unionists had left Yangon already. The police arrested a former unionist Lat Cha Mae and raided the house of another one Su Su Naing, also an organizer of MICS-TUsF on September 19, 2023. Su Su Naing was not at home at that time. The lawyer network then provided legal aid and accompanied Lat Cha Mae family at Hlaing Thar Yar police station. She was released at night time on September 19, 2023.

September 26, 2023

Two workers from a shoe factory in East Dagon were briefly arrested. On that day, they were compelled to work overtime. The factory is located in East Dagon Township, and it takes approximately 40 minutes to ride a motorcycle from the factory to their residence. Regular working hours are from 7:15 AM to 6:00 PM, and if overtime is necessary, they are required to stay until 8:30 PM. They commute to work on a motorcycle taxi.

They left the factory at around 8:40 PM. Nothing untoward happened from the factory to the new road stop. However, upon their arrival at the township, they were apprehended by the township administrator. Soldiers had been stationed there for an extended period to ensure security, taking turns in shifts. They parked their cars in the lane, and upon spotting the motorcycle, a soldier flashed the lights of the lead car, then stepped aside and trailed the motorcycle. They warned that if the motorcycle did not stop, they would be shot.

The soldier, smelling strongly of alcohol, ignored the workers' explanation and decided to arrest them at the check point. The workers were instructed to call their families to bail them out and paid 100,000 MMK/person. Failing to pay meant extension of detention and legal charges. The family had to pay 100,000 MMK for each worker to be released.



INDUSTRIAL ZONES UNDER MARTIAL LAW

A worker at a poultry farm in Yoelay Ward, Hlaing Thayar Township, Yangon Region, was arrested for advocating on behalf of fellow workers facing injustice at the workplace. The incident occurred on September 29, 2023, and the poultry farm, known for its unpleasant odor, had been a source of contention for two months. During this time, chicken farm workers had been demanding changes, particularly regarding more frequent glove replacements and a salary increase.

However, the owner dismissed their concerns, stating, "If you are not satisfied, quit your job. If you unite again, we can have you arrested," issuing threats that left the workers feeling trapped. The employer consistently used the threat of arrest as a means of control, often resulting in military presence around the poultry farm the following day. On September 29th, at 10 o'clock in the morning, a confrontation ensued between the owner and the workers, escalating to a physical altercation.

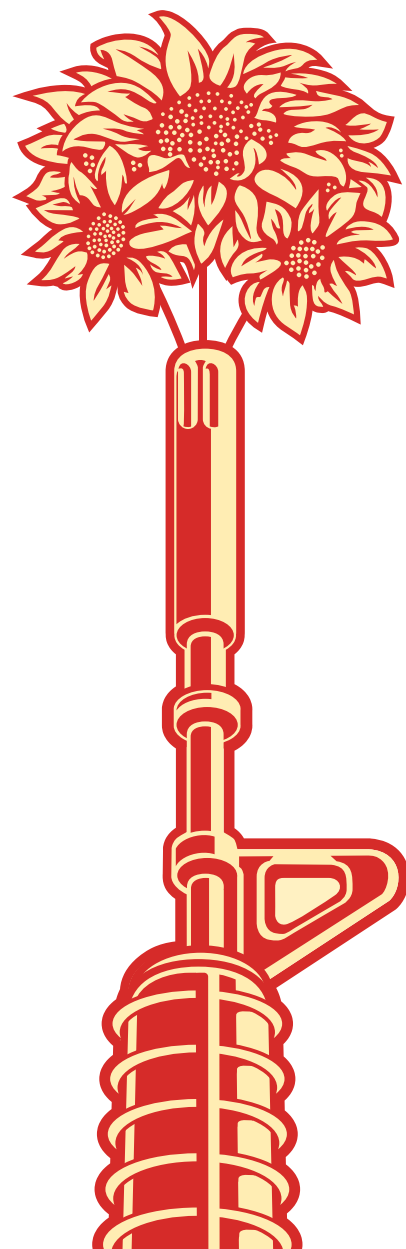
During the dispute, water bottles were thrown at the owner while opening food bags. The ranch owner, persistently shouting, threatened to involve the army and send the workers to prison. Consequently, all 10 workers were confined to the chicken farm premises. Within three hours, soldiers arrived, responding to the owner's complaint about the workers leading protests for health and wage issues. When their families learned about the situation and attempted to intervene, the soldiers denied them access, asserting that release would only occur upon payment of fines and an apology to the farm owner.

Despite the workers' demands for fair wages and essential needs, the employer did not address their concerns. Instead, they were forced to pay the soldiers and subsequently arrested. After a month of labor, the workers received a meager salary of 140,000 kyats and were compelled to pay fines of 80,000 kyats each.

October 2, 2023

Two workers at a pipe factory in Yoe Lay, Hlaing Thayar Township, Yangon Region, were arrested on their way home from work on October 2, 2023. On that day, after finishing work, instead of heading directly home, they purchased a can of beer and sat on a bench at the top of the road to chat and sing. It was around 9:45 p.m., and traffic was already sparse. Two military vehicles and a police vehicle were patrolling the area and stopped near them. The soldiers questioned them, asking what they were doing, who they were, and where they were from. Subsequently, the soldiers conducted a body search, discarding the beer cans.

Following the search, the soldiers instructed them to place their hands on their heads and proceeded to question them while pointing guns. The workers explained that they were neighbors who had just returned from work and were merely sitting and drinking beer. However, the soldiers refused to accept their explanation, citing an order that prohibited such activities on the street at that hour, leading to their arrest for two days. They were instructed to inform their families and pay a fine of 100,000 kyats each. The soldiers warned them that failure to comply could result in the filing of a case and potential imprisonment.



INDUSTRIAL ZONES UNDER MARTIAL LAW

A worker from a factory located in the courtyard of Ze Gabar Win, Mingalardon Township, Yangon Region was briefly arrested on **October 3, 2023**. The concerned worker had to work overtime on that day, so left the factory at 8 pm. He went home on his motorbike. During the day, Ze Gabar Win is quiet, but at night, incidents of robbery and violence are common. He resides in Shwe Pawk Kan Township. On the same day, as he was returning to work on his motorcycle, he encountered soldiers. Unaware that he was being apprehended, he noticed the soldiers' car flashing its lights but assumed it was a signal to overtake. Consequently, he pulled aside his motorbike.

The military vehicle accelerated and cut in front of the motorcycle. The soldiers disembarked and began shouting at him without any initial inquiry. They proceeded to search the motorcycle, including the lunch box bag, and checked his phone as part of their investigation. Despite finding nothing suspicious, they declared their intention to arrest him on suspicion. They interrogated him, asking where he came from, where he lived, and whether he was a worker. He explained that he was returning from work, but the soldiers expressed disbelief, accusing him of being a robber and demanding information about his supposed group, including their whereabouts and plans. Despite his lack of involvement in any wrongdoing, he was repeatedly slapped for refusing to provide answers.

Ignoring his protests of innocence, a senior soldier instructed the group to cease questioning and simply proceed with the arrest. The soldier giving the orders appeared to have consumed alcohol, as evidenced by his smell. Following these instructions, the other soldiers remained silent, arrested him, impounded his motorcycle, and transported him to the Shwe Pawk Kan police station. He was detained for three days. He was released after his family paid a fine of 80,000 kyats for him and 50,000 kyats for the motorcycle.

October 2, 2023

Five workers from a shoe factory in Hlaing Tharyar Township, Yangon Region, were arrested following a complaint from the employer on **October 2, 2023**.

All five of them reside in the same Yoe Lay neighborhood and have been working at the Thanri shoe factory for 10 months. When they started working, the salary was 140,000 kyats, with an additional 15,000 kyats promised after three months. If the full six months were completed, the daily allowance would increase to 20,000 kyats. In total, in the first three months, they received a salary of 140,000 kyats plus a daily allowance of 20,000 kyats, totaling 160,000 kyats.

As promised, the employer gave an increase of 15,000 kyats at the end of three months. However, after six months, no further increases were granted. When they inquired during the seventh month, they were told that no further increments could be given, and they were advised to leave if unsatisfied. Despite consistently meeting production targets in the shoe sanding section and regularly working overtime, their salaries remained stagnant even after the eighth month.

Each time they requested salary raises, the employer cited various issues and pressured them to resign. However, they chose not to quit. The situation escalated on October 2nd when, during a conversation among themselves, the factory's HR personnel stated that they needed to learn a lesson. Around 2:30 in the afternoon, soldiers arrived at the factory and questioned all the workers, including the five mentioned. The soldiers asked about potential riots in the factory and their demands. The employer's HR and factory manager accused the five workers of causing trouble in the factory. Subsequently, one of the senior soldiers, along with the employer and HR, went into the office. Upon their return, the soldiers arrested all five workers without providing any explanation.

INDUSTRIAL ZONES UNDER MARTIAL LAW

○ Six workers from the an umbrella factory, situated in Shwe Pyitha township, were falsely accused and arrested on **October 2, 2023**. Among them, three were from Danyingone, while the other three came from Mingalardon and worked at the factory. They varied in age.

The factory regularly had overtime (OT) work, extending until 8:00 p.m. On that particular day, after completing their overtime shift, they went to have a snack at the Danyingone Road intersection. They were waiting for their boyfriends, who were also workers from the factory and residents of a rented dormitory in the rural area. The plan was for the boys to arrive by 8:30 p.m., but due to a delay, they had to wait until 8:50 p.m. After having a snack, and with the boys yet to arrive, they waited in a slightly dark area, a short distance from the bus stop.

During this time, they encountered patrol cars with soldiers. There were other people waiting for the bus at the stop, including motorcycle couriers. A military vehicle stopped in front of them, and the soldiers questioned them, asking why they were in the dark and if they were waiting for customers (implying prostitution). The workers explained that they were not involved in such activities but were waiting for their friends who were also employees of the umbrella factory.

The soldiers then asked to see their employee cards, which they promptly showed. While the soldiers were questioning them, one of the girls received a call from her boyfriend, and upon explaining the situation, the soldier took the phone and demanded the boy to come. The soldier threatened that if the boy hung up and ran away, he would be pursued and caught. Consequently, the boy arrived, and the soldier interrogated him, insisting that he disclose the "price" set, even though the boy insisted they were in a relationship. The soldier dismissed their claims, stating, "These girls do bad things; they must be arrested. I'll see you when you get inside."

Despite their offer to call the Line Super from the factory for verification, the soldiers did not accept it. All six girls and the boy were then arrested and taken to the nearest police station. Upon reaching the station, they were instructed to call their homes and request bail with a payment of 50,000 Kyats per person. Faced with the absence of their parents or relatives in the dormitories where they lived, they were directed to contact the Line Super from the factory.

The Line Super agreed to pay 300,000 Kyats for the six individuals, ensuring their release from the cell by 10:00 p.m., after settling the demanded sum with the soldiers

INDUSTRIAL ZONES UNDER MARTIAL LAW

October 12, 2023

Three workers at a garment factory located at the top of the middle village in Hlaing Thayar Township, Yangon Region, were arrested on October 12, 2023.

On that day, they went to work as usual and returned home around 5:30 PM. Later that evening, at 7:30 PM, the three friends played games and drank tea at a tea shop. Around 8:20 PM, they prepared to return home. While walking and singing, they noticed military vehicles approaching from the opposite side. The military vehicle then turned back, stopped near them, and asked the three to stop.

The soldiers questioned them, asking about their origin and why they were watching the military vehicle. The trio explained that they had no ill intentions and were heading home after visiting the tea shop. The soldier claimed to have been observing them for a while, mentioning their regular gatherings at the top of the trail. The soldiers accused them of being associated with the PDF (People's Defense Force), despite the three denying any involvement.

The soldiers confiscated their phones to search for evidence, but found nothing. Despite explaining that they regularly gather at the tea shop after work, they were accused of associating with bombers. The soldiers proceeded to physically assault them and eventually arrested all three, stating that they needed to interrogate them until they confessed.

While detained, they apologized and offered cooperation, suggesting a search of their homes. The soldiers subjected them to various interrogations and beatings. Finally, a senior soldier suggested that they would only get hurt further if the questioning continued and gave them an ultimatum: pay a fine or face charges and imprisonment.

Choosing to pay the fine, all three agreed. They were informed that they would only be released after each paid a fine of 100,000 Kyats. They conveyed the situation to their families, and upon the payment of fines, they were eventually released.

October 14, 2023

A worker from a blanket factory near Tat Tate in Hlaing Thar Yar township, Yangon Region, was arrested on October 14, 2023.

Originally from a rural area, he has been renting a dormitory in Hlaing Thar Yar and working in the blanket factory for six months. After work, he resides in the dormitory and reports on the guest list. Occasionally, when he is late to return to work, the dormitory owner is asked to report on his behalf. Typically, a guest registration fee of 1,000 kyats is paid to the landlord for such reporting.

The incident occurred on October 14, 2023. Maung Wai U Maung's guest report had expired on October 12, and he had requested the dormitory owner to renew it due to being late from overtime work. On the night of October 14, 2023, at 10:30 PM, when he checked in as a guest, he was informed that he would be fined for exceeding the guest list. He explained that he had sought the dormitory owner's help because he returned late from work and couldn't report himself. He expressed his willingness to pay a fine, thinking it would be only 15,000 kyats. However, the soldiers demanded a fine of 100,000 kyats, an amount he couldn't afford at the moment. He suggested paying 50,000 kyats, pleading for leniency, and requesting not to be arrested. He emphasized that he was just past the guest list date and appealed for negotiation.

However, they did not accept his proposal, stating that they would arrest him if he didn't pay the full 100,000 kyats according to their orders, insisting on their rule. He was arrested for exactly two days because he could not pay the demanded amount. Eventually, officials and friends from the factory intervened, paid the 100,000 kyats fine, and secured his release.

INDUSTRIAL ZONES UNDER MARTIAL LAW

A driver and a person in charge of delivery working at the Fuji Soap Cream factory in Shwe Pyi Thar Industrial Zone, Shwe Pyi Thar Township, Yangon Region, were arrested on October 11, 2023.

They had been employed at the factory for two years and were delivering goods as usual. On that day, while driving from the factory with soap boxes, they reached the Shwe Pyi Thar horse cart station and encountered soldiers. The military vehicle appeared to be on a collision course with their car as it drove from the alley next to the horse cart station. Both vehicles hit the brakes and came to a stop.

The soldiers instructed them to get out of the car and demanded to see the driver's license and car registration. The driver asserted that they were driving correctly, leading to an argument. The soldiers accused them of being in the wrong and insisted on their arrest for not prioritizing or avoiding the military vehicle. The soldiers physically assaulted both individuals and issued threats, warning them not to think about going home for the rest of their lives if they tried to resist arrest.

The factory employees were given an ultimatum to call someone from the factory, or else both the car and the goods would be confiscated. They contacted the sales manager at the Fuji factory, and two people accompanied by a factory official arrived at the scene. The soldiers accused the factory employees of driving without adhering to rules and regulations and demanded a fine. The factory officials agreed to pay a fine and were asked to pay three hundred and fifty thousand kyats (350,000). Despite no damage to the soldiers' vehicle, the factory car and employees were released after the payment of the fine.

Seven workers from the a garment factory in Shwe Pyi Thar Industrial Zone, Shwe Pyi Thar Township, Yangon Region, were arrested on October 2023. Although the factory does not have very strict rules, the pay is low, and overtime is frequently required. Additionally, some employees are not granted raises even when due. Those who have been working for an extended period are often terminated with various pretexts.

On September 28, 2023, the seven workers and some others discussed their salaries with the factory's HR personnel. After this discussion, they went to the boss's office. Instead of receiving scolding, they were met with threats—advice to either comply or face arrest if they caused any trouble. On October 3, 2023, when the salary list was released, they approached the clerk, expressing concerns about receiving less than expected. According to the agreed-upon rate for the entire month, they should have received two hundred and eighty thousand kyats, but the current salary list indicated only two hundred and twenty thousand kyats. The clerk claimed not to know and directed them to inquire with the boss and HR. When they sought clarification from HR, they were advised to speak to the boss directly.

In a conversation with the Chinese boss through an interpreter, the boss expressed frustration, stating that he had previously instructed them to either comply or leave. He accused them of creating a scene in his office and questioned whether they planned to gather as a group to protest. He admonished them to leave his room and return to work.

Around 3 o'clock in the evening, five soldiers entered the factory and summoned the seven workers, accusing them of gathering to protest and causing riots. The workers were arrested for organizing people and were made to sign a promise not to engage in such activities in the future. The soldiers also threatened them with political charges and imprisonment if they refused to sign the promise.

The owner of the factory stated that he did not want to retain these workers in the factory and terminated all seven of them, asserting that they were going to be fired. The boss also held a private meeting with the soldiers in his office.

INDUSTRIAL ZONES UNDER MARTIAL LAW

Four workers from the a factory located in Shwe Pyi Thar Industrial Zone, Yangon Region, were arrested on **October 12, 2023**. The factory pays very low wages and requires overtime work. The standard work hours start at 7 AM, with only a 30- minute lunch break, and the workers finish at 5:30 PM. Sometimes, they are compelled to work overtime until 8 PM. These workers did not request a salary increase, but they, along with others, advocated for an adjustment in the work hours, considering the practices in other factories where the morning work starts at 7:30 AM, lunch break is from 11:00 to 11:45 AM, and regular work hours end at 5 PM (with overtime until 7 PM).

On October 12, 2023, they made another request regarding working hours, and while most factory workers participated, only these four were called to meet with the boss and other officials. The factory refused to adjust the working hours and issued a final warning not to cause trouble again. The workers asserted that they would not back down and threatened to form a labor union if their demands were not met.

Despite their determination, soldiers entered the factory on the same day and had a discussion with the factory officials. Subsequently, the four workers were called to meet and were coerced into signing an agreement not to engage in such activities again. They were informed that failure to sign would result in their arrest, so they reluctantly complied. As a consequence, all four workers were terminated from their jobs.

A total of 8 workers from a cardboard Factory in Hlaing Thar Yar township, Yangon who have not received permanent staff cards were briefly arrested.

The factory only issues employee cards after 2 years of working experience. Soldiers entering the factory on December 2, 2023. Unaware of the situation, the workers thought they were conducting an inspection.

After a while, they inquired about the number of people working as daily wage workers and asked them to come to the side. They questioned the concerned workers about their duration of employment and place of origin. Some workers had their IDs and some still had not obtained IDs (the factory was still processing their IDs). The soldiers interrogated the workers if they were affiliated with the PDF, hiding with ID cards. They accused the workers of being informants for the PDF, arresting only the daily wage workers.

Subsequently, 5 women were released, but the 3 men were not. Despite our attempts the next day to secure their release, we were unsuccessful and unable to meet them.



INDUSTRIAL ZONES UNDER MARTIAL LAW

Three workers were arrested and fined for failing to show the guest list due to exceeding the deadline on September 28, 2023. These three individuals originally lived in Shwe Pawk Kan. Maung Hein Min Htet, along with his wife Ma Chit Su Wai and his sister San San Win, found more convenient work opportunities in Hlaing Thayar. They relocated to Hlaing Thayar on January 20, 2023, following an invitation from their aunt to work in the area. After reporting their guest list to the ward administration office, they lived with their aunt and began working at a bead factory on February 16, 2023.

In their new neighborhood, the guest list had to be reported weekly and later changed to a 15-day reporting schedule. A fund of 1,000 kyats was collected for each guest list. Initially, their aunt handled the reporting duties, but on this occasion, she had gone to visit Pyi. With the aunt absent and engrossed in overtime work, they overlooked the need to report and were unaware of the guest list's whereabouts. On September 28, 2023, the guest audit occurred late at night at 10:30 PM, with ward administrators and four armed soldiers. When questioned about the guest list, they explained that their aunt typically handled the reporting and fund collection. However, since their aunt was away and unresponsive to calls, they couldn't produce the guest list. Despite their efforts to find it in the house, the soldiers accused them of living without reporting the guest list and threatened arrest.

The soldiers, without intervention from the administrators, proceeded to ask for registration details and employee cards, eventually deciding to arrest them for their failure to produce the guest list. A call from their aunt, explaining that she had the guest list and there were still two days left for the update, did not sway the soldiers, who insisted on the arrest. They were taken to Hlaing Thar Yar police station and informed they would only be released after paying 50,000 kyats each. The next day, on September 29, 2023, their aunt returned from her trip, paid a fine of 1.5 lakhs, and secured the release of all three. However, when they returned to the factory on the 30th, the HR cut their day's pay, refusing to accept their explanation.

Two factory workers were arrested in Ward 157, East Dagon Township, Yangon Region, without being given the option to pay a fine for a delayed guest list report. On 17 November 2023, they were required to report the guest list. Due to returning to work late, they missed the deadline. Living in a rented house with no one to assist in reporting the guest list, they returned to work early on the evening of November 19, 2023 when the office opened. To their surprise, they found military vehicles parked in front of the ward office with three soldiers inside, functioning as guest auditors.

Having already paid a fine for the late guest report and reregistered the guest list, they anticipated paying a fine for the delayed guest list report. However, that night, the ward authority refused to accept the fine and directed them to deal with the soldiers. The soldiers proceeded to arrest all those who failed to report the guest list, including the two workers mentioned, as well as two additional males and three females. Upon questioning the reason for their failure to report the guest list, the workers explained that the garment factory required overtime work, which the authorities did not accept. Despite offering to pay a fine, their explanation was rejected. They emphasized the financial challenges they would face if fired, as they would lose their daily pay of 20,000 Kyats. However, the authorities dismissed their concerns, insisting on their arrest for the perceived offense.

The family members were unable to contact them until November 22, and though contact was reestablished on November 23, the authorities did not release them. The ward administrator stated that they would be released when the time is right, claiming that the soldiers needed them for their manpower

INDUSTRIAL ZONES UNDER MARTIAL LAW

In Yangon, specifically at Oak Po Station in Thanlyin Township, civilians and workers, including three individuals returning from South Dagon, were forcibly recruited military personnel.

Commuters and citizens riding the train from Oak Po Station, especially in the evening when the population is more crowded, have reported increased military patrols.

On the night of November 14, 2023, around 7 o'clock, individuals returning to work in Oak Po Su Village at Oak Po Station were subjected to examinations as suspected individuals. By standers who witnessed the inspections were also called for scrutiny. Men speaking in groups of three to four or those using bike sidecars were particularly targeted, even after the initial inspection.

Despite the examination, the detained individuals were not released immediately, and authorities often found faults to prolong the process. While fewer arrests occurred in the afternoon, a significant number took place after 6:00 p.m. On the mentioned night, three workers returning from South Dagon were arrested without any apparent crime or wrongdoing. They were labeled as suspects, leading to their arrest, and their current whereabouts remain unknown. There is no available information to investigate further.

The three workers, along with five others, were reportedly taken for recruitment as new recruits (drafted as porters), as informed by the sidecar driver, who happened to be the brother of the arrested worker.

Some workers from a logistic packing company in Shwe Lin Ban Industrial Zone, Hlaing Thar Yar, Yangon Region, are frequently being arrested by the military upon returning from work, as reported by the neighbors of the affected individuals.

Their work schedule requires them to start at 7:30 AM and finish at 6 PM, unless there is overtime (OT), in which case they can only leave after 7 PM. Additional soldiers are present when patrolling the industrial zone after the factory workers finish their shifts. During these patrols, the soldiers conduct checks and apprehend workers they find suspicious.

On December 1, 2023, at 7:20 PM, 5 workers were arrested as they exited the logistic company. As they were closing their shop, the soldiers parked their vehicles beside the factory road or on the curve instead of parking in front of the company main road. Even workers who came out to buy cigarettes at nearby shops were not spared. When the five workers reached the road curve, the soldiers blew whistles, causing shock among the onlookers.

The soldiers inspected their phones, returning them afterward. The inspection extended to their lunch boxes and bags. The soldiers continued to express suspicion, suggesting that the workers resembled criminal suspects. The workers, in response, accidentally asked about their estimated age and height. The soldiers replied that they were around 25-27 years old and had an appropriate height. The workers then questioned the soldiers about the reason for their arrest and why they weren't arresting thinner boys. The soldiers asserted that they were being arrested due to suspicion. According to a lady selling snacks and betel nuts near the factory, the soldiers warned the workers that they might face physical consequences if they continued to ask questions and subsequently arrested them.



INDUSTRIAL ZONES UNDER MARTIAL LAW

Arrest of Three Workers from a Backpack Factory in Shwe Lin Ban Industrial Zone, Hlaing Thar Yar, Yangon Region. On November 12, three workers from a backpack factory located at Shwe Lin Ban Industrial Zone, Hlaing Thar Yar, Yangon Region—Maung Pyit Sone Oo, Maung Shine Wanna, and Maung Tin Tun Oo— were arrested, along with Ma Khiang Lay. The three of them reside in the same dormitory at the number 3 top street of Hlaing Thar Yar and have been colleagues at the backpack factory for two years.

Upon finishing work, they returned to the dormitory around 8:30 p.m. On that day, after disembarking from the car, they purchased cigarettes at a betel nut shop and proceeded to walk back to the dormitory. Just before reaching the dormitory, they encountered soldiers who proceeded to inspect their lunch boxes, phones, and bags. The soldiers inquired about their residence and the reason for returning late. Subsequently, they were informed that they needed to be interrogated due to suspicion and were instructed to follow the soldiers.

The workers questioned whether they would be released after the investigation, to which the soldiers responded that they would be asked about the investigation and then required to work for them. Maung Shine Wanna's girlfriend, Ma Khaing Lay, was released. When she contacted the factory's in-charge person, they claimed it was not related to them and they couldn't assist as it involved the army. Ma Khaing Lay informed her parents about the incident and began searching for the three missing workers. On November 13, she went to the Hlaing Thar Yar side troops for an inquiry, but nothing was found. Ma Khaing Lay mentioned she had not found any contacts at the local police station and remained uncertain about where to seek assistance up until the present moment.

Nine workers from a garment factory in East Dagon Township, Yangon Region, were arrested following a heated conversation about the target fee on November 21, 2023.

These workers had been employed for just three months. Despite consistently attempting to meet the daily sewing targets, they faced challenges as the assigned sewing points were difficult. Moreover, the factory paid the same price for both difficult and easy sewing points, which had occurred three times before. Despite voicing their concerns to the line supervisor and all superiors, there was no resolution. The workers believed that the issue could be resolved if they were paid according to the difficulty of the sewing points. The superiors deflected responsibility, with the line supervisor claiming to handle only garment quantities, and HR directing them to the accountant. When the workers raised the issue again, they were told to speak to the translator.

Following the protocol, they approached the accountant and HR, but received no assistance. The translator redirected them back to the accountant, creating a cycle of unaddressed concerns. Frustrated, the workers engaged in a dispute. When the Chinese factory boss arrived, they sought direct consultation with her through the translator. After a lengthy conversation, the factory officials agreed to pay their salaries but instructed them not to return to work starting the next day. Dissatisfied, the workers refused the offer, leading to threats of arrest for obstruction of the workplace.

During the disagreement, the translator made a phone call, and after 20 minutes, military vehicles arrived. The workers were subsequently arrested on charges of obstructing the workplace. Upon arriving at the local police station, they were coerced to resign from Peal and sign an agreement not to cause further obstruction. Each worker was fined 30,000 kyat. Faced with threats of jail if they did not comply, all nine workers decided to quit their jobs.

INDUSTRIAL ZONES UNDER MARTIAL LAW

A security staff member, U Arkar Htay, from CBL – Myanmar factory in Yoegy, Hlaing Thar Yar township, Yangon, was falsely accused and arrested.

U Arkar Htay had been working in that factory for 1 year and 8 months, and such incidents had never occurred before. The incident took place during his night duty on December 1, 2023.

While on duty around 10 PM, U Arkar Htay encountered three drunk individuals walking towards the side of the factory. They sought directions and lingered, causing a disturbance. Concerned about potential issues in front of the factory, he did not avoid them. The situation escalated when a military patrol vehicle arrived. One of the boys began swearing upon seeing the military, and U Arkar Htay attempted to intervene, but it was too late. The soldiers, suspecting a disturbance, asked who had sworn at them and instructed them to sit down. The boy who swore confessed and was slapped by the soldiers.

The soldiers questioned if they were gathering and rebelling, asking if they were associated with the PDF. U Arkar Htay, stating he was a security staff at the factory and only answering the boys' questions, denied any connection. However, the soldiers did not accept his explanation. Despite having a security uniform and an employee card, they only arrested U Arkar Htay and the three boys, leaving the other night guard unscathed.

During the interrogation, they questioned U Arkar Htay's age (58) and whether he had any contact with the PDF. Despite his denial, they accused him of recruiting young men and slapped him. All four were then placed in jail. On the morning of December 2, 2023, the factory manager, accompanied by his family and the ward leader, engaged in discussions with the soldiers. After 30 minutes, U Arkar Htay was released. U Arkar Htay had to sign a declaration stating he was not involved in politics. The manager paid 1 lakh to the soldiers, who warned that any repeat incident would result in harsh consequences, even for an older individual like U Arkar Htay, including potential recruitment into service. U Arkar Htay mentioned that he was the only one released.

A total of 7 workers engaged in an argument following negotiations about lunchtime and overtime (OT) fees at a garment factory in Thardukan Industrial Zone, Shwe Pyi Thar Township, Yangon Region, on December 10, 2023.

According to the workers, their lunch break is shorter compared to other factories, lasting only 30 minutes. Despite requesting a 15-minute extension four times, their pleas were ignored. The final disagreement erupted when a vice-factory official derogatorily referred to them as "just slaves" and instructed them to finish eating within the given time. Another point of contention was the inadequate payment for OT. Although they were required to work from 5 PM to 7 PM, entitling them to 2 hours of OT pay, the factory only compensated them for 1.5 hours.

The situation escalated to the extent that the workers ended up at the police station after heated conversations about these two issues. Subsequently, they were expelled from the factory and instructed to return to collect their salaries on the fifth of the following month. Dissatisfied and angered, the workers shouted at the office team. In response, the office team called the soldiers, claiming that the workers were protesting, and requested their arrest.

Upon explaining to the soldiers that they were merely seeking their rights and urging a truthful resolution, the workers were told that they had to be arrested due to reports of causing chaos. The soldiers directed them to address other issues later and imposed a fine of 30,000 kyats. The workers remarked that the factory and soldiers have repeatedly collaborated to mistreat workers in this manner, marking the fifth occurrence.

INDUSTRIAL ZONES UNDER MARTIAL LAW

Two workers from a factory in Thardukan Industrial Zone, Shwe Pyi Thar Township, Yangon Region, were arrested on their way home from work.

On December 3, 2023, at 7:30 PM, the two workers were sitting and drinking beer at the lake after finishing work at 6:30 PM. They had bought beer and were walking towards the lakeside while singing. While they were enjoying their time, a police vehicle and a military vehicle arrived. Without asking any questions, the authorities arrested them, and three others.

The questioning only began after they reached Myin Hle gate, where the military vehicle had stopped. The soldiers inquired about their origin, to which the two buddies responded that they were just workers enjoying a beer after work. The soldiers stated that they arrested them not for what they were doing but for gathering and making noise, refusing to accept that there were only two people sitting. The soldiers then gave them a choice between paying a fine or facing new recruitment. In response, both workers agreed to pay the fine, which the soldiers set at 50,000 kyats per person. Lacking sufficient cash, they attempted to negotiate, but the soldiers declined. However, the authorities permitted them to make a call home. Once their families were informed, they promptly arrived, paid the fine, and secured the release of both workers. One of the workers stated that they were arbitrarily threatened with arrest to extract money without any valid reason.

On December 22, 2023, three delivery drivers of fertilizer factory at Mingalardon, Yangon, encountered a problem unrelated to politics or major issues. As they were leaving Shwe Pawk Kan, the soldiers accused them of not giving way when military vehicles were approaching, even though they were just reverse parking into the shop. Upon exiting the car, the soldiers questioned them aggressively, stating that the road did not belong to their fathers and questioning who they thought they were to not yield to the military vehicles. The soldiers went on to physically assault them by slapping their faces. Despite not being at fault, the drivers apologized to avoid further confrontation.

In addition to verbal abuse and physical assault, the drivers were fined 50,000 kyats. Mg Kyi Thein, one of the drivers, expressed concern, stating that it would not be easy if the soldiers continued to engage in such behavior.

A bag factory, located in Hlaing Thar Yar township, Yangon region, was the site of an incident on December 17, 2023, involving 7 workers, who have worked at the factory for 1 year and 8 months. These workers have relocated from Meiktila city, Mandalay region, to Yangon and reside in the dormitory. They regularly report their guest list to the local ward authorities.

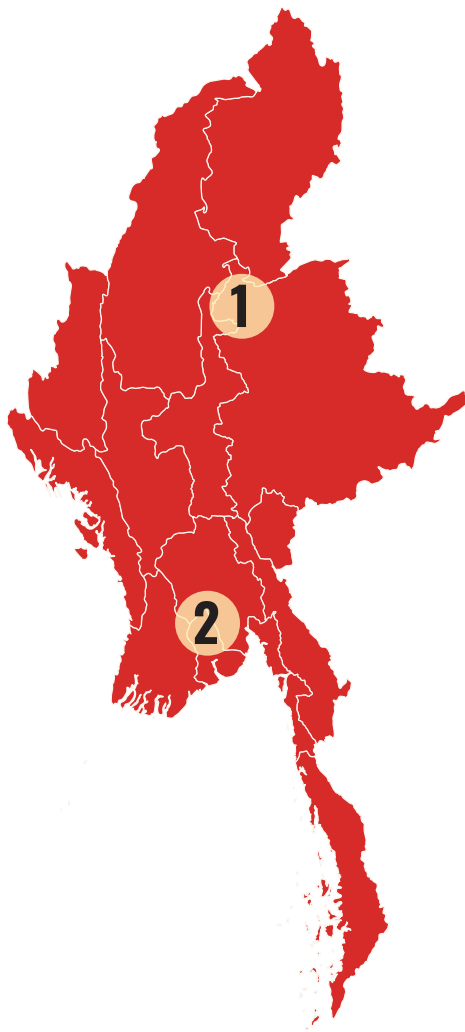
Despite choosing this dormitory for its affordability, the landlord, has been described as unfriendly and prone to using threats involving soldiers for minor issues in the neighborhood. An argument with the landlord over water-related concerns had occurred previously. On December 16, 2023, the workers informed the landlord about their inability to report the guest list on time.

On the morning of December 17, 2023, they presented the guest list book, 5000 kyats for offering, and a cup of tea to U Aung Myint, who is the Head of ten houses and landlord of the dormitory. However, later that evening, upon returning to the dormitory at 7:30 PM, U Aung Myint confronted them, stating that they cannot simply hand over the guest book and ask to report for them. A quarrel ensued as he claimed they should have left the matter until the next morning.

Subsequently, at 11 PM, soldiers arrived to check the guest list, resulting in the arrest of all workers. Despite explaining the situation to the soldiers, they were instructed to pay a fine. The soldiers initially reduced the fine to 20,000 kyats per person due to their worker status. The workers argued that the guest list report was only overdue by 1 day and negotiated further reduction, emphasizing that they had given an offering and left the guest list book with U Aung Myint.

However, the soldiers remained uncompromising, asserting that the dormitory owner himself had reported the workers. The soldiers insisted on the workers paying the money, threatening detention if they refused. When the workers sought assistance from the factory, it was not forthcoming, leaving them feeling vulnerable from all sides. They expressed frustration at being arrested due to the dormitory owner and noted that even the soldiers were unwilling to release them without payment.

General Workers Killed and Injured by Military in the Industrial Zones in Yangon and Mandalay



1 Mandalay

Fuji worker, member of MICSTUsF (Myanmar Industry Craft Service-Trade Unions Federation), killed in Myint Nge, Mandalay on 13 April, 2021.

Nay Lin Thu, union leader of Power Battery Mandalay, member of MICS-TUsF (Myanmar Industry Craft Service-Trade Unions Federation), shot and disabled for life on 27 March, 2021

2 Yangon

Members unionsYoargnangizoend by Action Labor Rights (ALR); Pouchenworker killed at Hledan Junction on 28 February, 2021

Tun Win Han, Mar Mar Noodle worker killed on 14 March, 2021

Woman worker at Xing Jia Factory killed on 16 March, 2021

Zaw Zaw Htwe, Suntime JCK worker , member of STUM killed on 14 March 2021

Naylin Zaw, Union leader of ADFurniture, member of Myanmar Industry Craft Service-Trade Unions Federation (MICS-TUsF), killed on April 29, 2021



Two years after the coup, the junta is determined to punish the civil servants who joined the CDM fighting against military ruling. The military council on January 8, 2022 ordered all ministries to collect all CVs of the staff joining the CDM, including the CVs of those expelled due to their participation in the CDM. The personal information such as home address would be used to arrest the CDM staffs. Per January 2022, the military council deducted the salary of government staffs from 500-1000 MMK per month to compensate the families of police and military personnel killed in the armed conflict and the funeral expenses.

The junta imposed mobility restriction on civil servants in 2022. On February 8, 2022 SAC Ministry of Immigration held a meeting with immigration/passport office. The minister of immigration was planning to revoke passports of civil servants joining the CDM. Prior to this, all ministries especially Health and Education Ministries were instructed to submit the lists of workers participating in the CDM to the ministry of immigration.

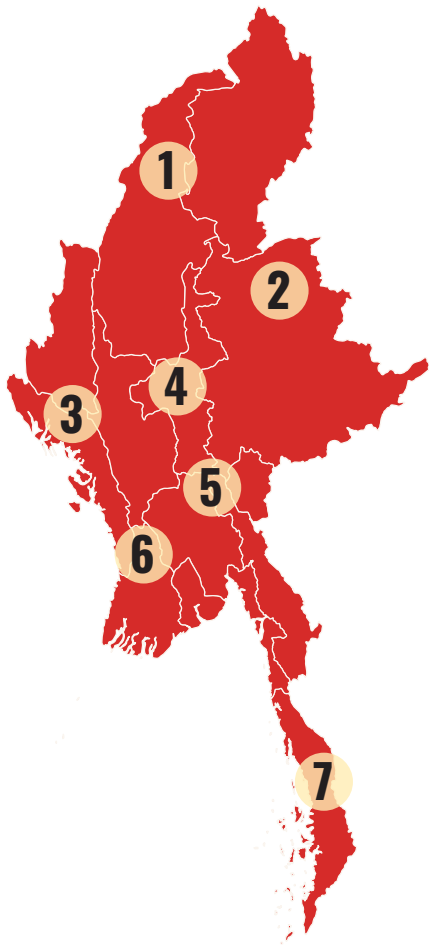
By April 10, 2022 the airport immigration had lists of all civil servants, doctors, lecturers etc participating in the CDM and barred them to travel abroad. The CDM activists without criminal record traveling abroad would be briefly detained and "forced" to pay back Covid -19 loan they took during NLD administration which was equal to two month salary. Before being released, they had to sign a letter stating that they would not disclose any information regarding "the extortion"/ Covid 19 loan payback and detention at military base to media and/or social media. Those with criminal record would be interrogated and detained immediately. The active civil servants/non CDM ministry workers are allowed to travel abroad under a condition that they have permit to travel abroad from the relevant ministries. The immigration data base stores all information regarding civil servants who participated in the CDM. The information includes names of parents, household registration, home address and other substantial personal information.

The military council instructed all departments to draft a policy to mitigate high turnover that had caused employees shortage on November 4, 2022. Security reason and poor working condition have driven (civilian) civil servants to resign from their positions. The military council has deployed military personnel in various departments due to staff shortage. The deployment of military personnel was to increase surveillance of the civilian employees who could potentially defy the junta's policy. In Mandalay, the junta issued a directive in the third week of November 2022, instructing the arrest of CDM employees who still live in staff housing areas.

The junta continued assaulting civil servants who joined the CDM. Within February 13-19, 2023 the military deployed Battalion Ka La Ya (81) to raid three villages around Mawlamyne, Mon State. They searched for civil servants who joined the CDM visiting those three villages pretending to be pilgrims (traveler residing in monasteries for meditation). At least five villagers were arrested for still being on the streets at night time. The soldiers also assaulted and harassed villagers who were seen on the streets at night. Similar situation applied in Hpa-an, Karen State. Within 2023, at least 46 civil servants who participated in the CDM including 20 staff of Ministry Of Oil and Gas and Energy accused of leaking the ministry's tactic to access blocked banking account, were arrested. At least two civil servant, immigration staff in Dawei and officer of General Administration Department (GAD) in Shan were killed by the military.

At present, passport applicants, who either work in private sector or are self-employed, must sign a written statement that they have never worked as civil servants at any government ministries. Prosecution applied to those providing false information. Civil servants applying for passport would be scrutinized. They have to show documents/evidences corroborating their statement of not participating in the CDM and travelling permit from relevant ministry departments. The National Unity Government (NUG) claimed that 400,000 civil servants, in which 60,000 from Health Ministry and 50,000 from Education Ministry, have joined civil disobedience movement (CDM) since February 2021.

Public Sector May-December 2023



1

Sagaing

Per May 2023, 103 families of 20 forestry workers who joined CDM still reside in the forest in Sagaing maintaining elephants. They struggle to survive while maintaining elephants used to carry the wood (part of State-owned forest industry/wood processing)

U Aung San Win and his wife Daw Myo Su Thet, both were employees of Ministry of Construction and joined CDM were arrested on October 6, 2023 in Sagaing

2

Shan

U Htay Lin Aung, an officer of General Administration Department (GAD), arrested on March 8, 2022 died at the interrogation center 6 days after his arrest. The family found out about his death on July 5, 2023.

3

Bago

U Tun Tun O, former Minister of Immigration and Labour of Bago Division were rearrested on June 1 after released by bail in December 2022. He is charged with Penal Code 505(a).

4

Mandalay

An employee, from agriculture department and CDM activist and his father were arrested and killed by SAC in Nabui village on September 24, 2023

5

Naypyidaw

The junta force raided MOGE (Ministry of Gas and Energy) in Naypyidaw on 6 July 2023. Around 20 staff including 2 deputy directors from planning and finance departments were taken into junta detention. The raid was carried out after a leaked document revealed that the junta ministry of gas and energy (MOGE) requested Central Bank to register a bogus bank account to enable MOGE to access blocked funds outside the country after sanctions imposed by EU. The junta inspected all employees regarding the leak of the document

On July 7, public sector workers active in the CDM set up a union for public sector workers

6

Ayerawaddy

Around 200 people, families of lower rank employees of Housing Dept, participated in CDM and supporter of NLD, would be evicted from Pyithaw Tha Public Housing by September 30, 2023

On December 7, 2023 the military council formed a task force to monitor the activity of public sector employees who joined the CDM and allegedly joined the CDM. The task force also monitors social media posts made by employees who joined CDM.

7

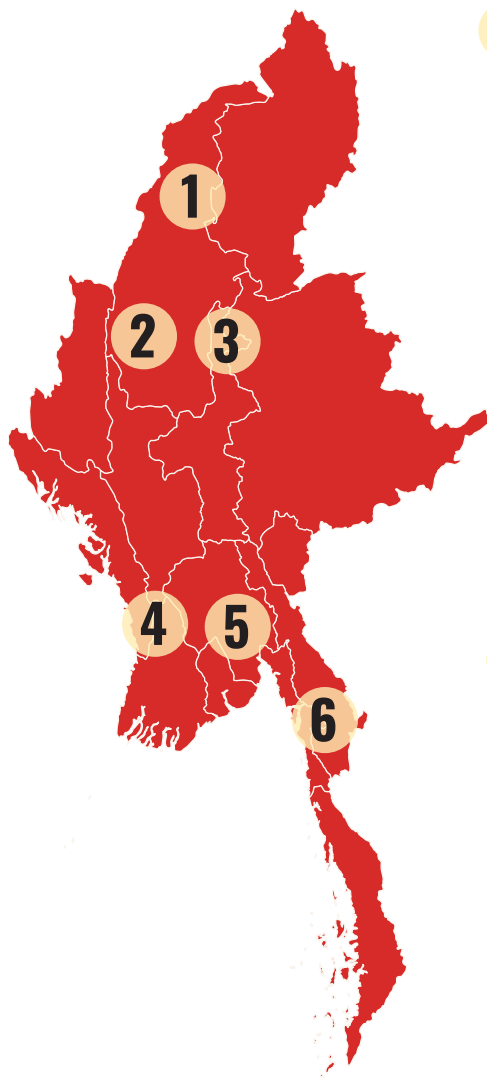
Dawei

Ma Than Aye, an employee of Cooperative and Rural Devt Department, active in CDM, was arrested on May 23 in Launglon City. Her husband Ko Myat was also arrested. The junta soldiers opened a fire at the immigration office on May 23 in Launglon City killing U Thei Min Lat, chief of Immigration Department

In November 2023, Health Department employees joined CDM reported that they have been intimidated by Myeik Health Department. The Health Dept announced that they had list of address of CDM workers and could send authorities/police to collect Covid 19 loan received by the workers during pandemic.

Myanmar Oil and Gas Enterprises (MOGE)*

Updated per December 2023



1

Sagaing

Soldiers were deployed on December 13, 2022 to guard Chinese workers at Letpadaung copper mining. The mining is operated by Myanmar Wanbao and Yangtse company. Villagers from 13 villages around the mining have fled fearing of armies raiding their villages.

Soldiers were deployed on December 13, 2022 to guard Chinese workers at Letpadaung copper mining. The mining is operated by Myanmar Wanbao and Yangtse company. Villagers from 13 villages around the mining have fled fearing of armies raiding their villages

Per June 2023, Wanbao is fully operational. The former skilled workers joined CDM. At present the skilled workers are paid double or three times higher than before the coup. Since June 9, 2023 military has increased their presence and deployment of soldiers in the villages and strategic roads around the mining area. Another mining in Sagaing, heavily guarded by army, is Tagong Nickel operated by a Chinese company, China Nonferrous Mining.

2

Magway

531 workers of Htauk Shabin Oil Field Minbu, were dismissed
900 workers at Minbu were evicted from govt housing on March 31, 2021

324 workers of Mann Oil Field were dismissed

80 workers of Chemical Fertilizer Factory (No 3) Kyaw Swa were dismissed

247 workers of Fertilizer Factory No 1 were dismissed

CDM staff at Fertilizer Factory Kyaw Swa were evicted from Aung Lan housing on December 3, 2021.

Around **80** workers joined the CDM

219 workers of Yaynangyaung Oil Field were dismissed

3

Mandalay

Military raided Southeast Asia Oil and Gas Pipelines and arrested five workers on September 29, 2021 in Kyaukse, Mandalay. The pipelines are part of The Myanmar-China Pipelines Project in which the 50.9 percent stakes of the Southeast Asia Oil and Gas Pipelines are owned by China National Petroleum Corporation (CNPC). The workers were accused of engaging with PDF. **

4

Ayerawaddy

66 workers of Fertilizer Factory No 5 were dismissed in 2021 for participating in the CDM

5

Yangon

86 workers (assistant manager and engineer, finance, Accountant of Letpanto, Mann and Htaukshabin Oil Fields -Yangon based office were dismissed for participating in the CDM in 2021

6

Dawei

TotalEnergies. 30 Security Workers joined CDM were forced to sign "oath of silence" or losing their employment by the management at Atalian Global Service Myanmar. Atalian Global Service is a company providing contracting service for TotalEnergies***

*7,000 workers were employed at MOGE, 50 percent of the workers joined CDM. Around 2000 workers were dismissed for participating in CDM

** There is no further information regarding the arrested workers

***Courtesy of Corporate Accountability Myanmar (CAM)

Railway Workers*

Updated per December 2023**



1 Kachin
583 workers suspended per January 2022, 100 workers from Myitkyna Station were fired
On January 14, 2022 all CDM staffs in Myitkyna were evicted from Aung Nang Ward railway compound
CDM railway workers were evicted from their housing in the railway compound in Aung Naing Ward, Myitkyna, Kachin. They were forcibly evicted on June 15 2023. The homeless workers reside in the shelters on Ayerawaddy riverbanks.

2 Sagaing
303 Diesel Locomotive Workers were suspended
U Kyaw Min Taw, a railway worker active in the CDM were arrested in Sagaing on July 27, 2023. His two daughters were also arrested briefly for attending a school founded by CDM teachers and supported by the NUG

3 Shan
58 workers from Shan suspended

4 Magway
58 workers suspended

5 Mandalay
391 workers from Amarapura and Pyin Oo Lwin were suspended
285 out of 319 railway workers in Mandalay City walked off from their jobs to join CDM
1200 out of 2000 railway workers in Myitnge joined CDM
On 26 January, 2022 military junta and non CDM staffs forced the CDM staffs to leave their housing in Pyin Oo Lwin. Legal action will be taken for those failing to leave in 7 days under section 505
On 22 October 2021, 24 Tharzi railway workers and 3 students were arrested during the raid at railway workers housing in Meikhtila, Mandalay. 24 railway workers were released on October 24 while 3 students are still detained
Win Ko Oo, train driver and leader of Mandalay CDM railway workers died on Sept 19 2021. He was beaten on the street on September 9 by eight men stealing his motorcycle. His family believed that the murder was related to his participation in the CDM
Almost **5,000** train staff and public houses were demolished on March 10, 2022. The military also threatened to seal houses rented by the evicted CDM staffs in Myitnge.

6 Naypyithaw
On November 16, 2022 U Ye Ko Ko, junior clerk of railway office in Nayphithaw was arrested for sharing a post on social media that Min Aung Hlaing convoy was almost hit by a train. On December 2, 2022, he was charged under article 5 (1) Government Secret Act for leaking confidential information which could be jailed up to 14 years.

7 Yangon
On March 9, 2021 military was deployed to evict and arrest 800 CDM railway workers at Ma Hlwa Gone station
On January 4 2022, seven CDM railway workers from Ma Hlwa Gone were arrested. One of them, Aung Ko Latt, killed by army during the interrogation

*Around 90 percent of 30000 Railway workers joined CDM

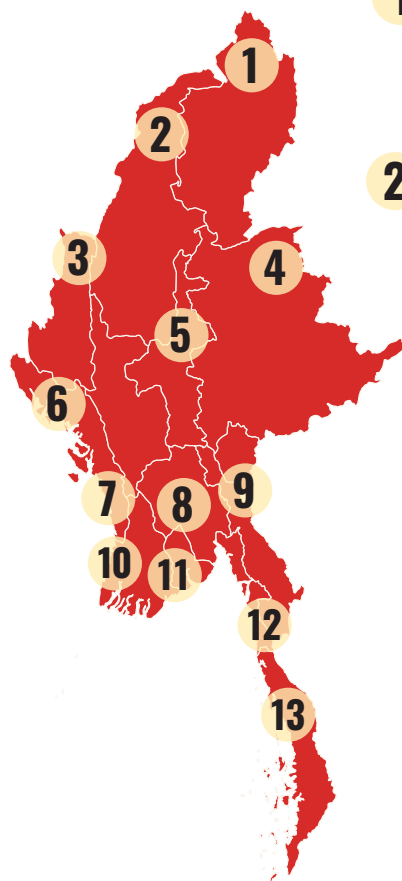
** The railway staff, participating in the CDM, was forced to returned to work after made homeless. The junta banned house owners from renting their properties to the railway workers participating in the CDM. The military also threatened to evacuate the families of railway workers, participating in the CDM, from their hiding places in jungles. Around 800 CDM Train Engineering Dept returned to work in 2022. They had to sign a statement to disavow CDM and were demoted to lower position.

EDUCATION SECTOR

According to the National Unity Government (NUG), around 250,000 teachers/education workers, participating in the CDM, continue resisting the military junta. Within 2023, the military junta continue arresting and assaulting CDM teachers. At least 17 teachers (recorded in the infographic) were charged with section 50 (a) and 52 (a) Anti Terrorism Act. Another teacher, Ko Zin Myo Htut, was killed during the military raid in Homalin Township



Education Sector Updated per December 2023



1 Kachin

Daw Chin Lay Sar was arrested on September 16, 2022

Daw Soe Mya Mya, a CDM teacher was abducted by the Military Special Force (SAF) on July 13, 2022

2 Sagaing

Htay Htay Wai, a teacher in Sagaing, was sentenced to two years in prison on October 15, 2021 under section 25, Disaster Management Law

Daw Aye Aung, lecturer at University of Computer Science, Kalemyo, was arrested on April 27, 2022

Daw Mu Mu Myint, Headmistress of CDM founded school was arrested on March 8, 2022 U Myo Min Aung, a teacher was arrested on Feb 16, 2022

Khin Hla and Khin Cho Hlaing, teachers, were arrested on Feb 17, 2022

Kyaw Min Naing, headmaster of CDM founded school was arrested in Thin Tar Village, Kalemyo on April 29, 2022

Daw Hanni Suu Kyi Zaw, a primary school in Tamu, active in CDM and collecting donation for CDM, as sentenced to 10 year prison under article 50 (J) on November 21, 2022

3 teachers were charged with supporting PDF under section 52 (a) Anti Terrorism Act on March 10, 2023 A CDM teacher from Indaw Township was sentenced to life imprisonment under section 50 and 52 (a) Anti Terrorism Act on April 5, 2023

Daw Da Da Oo, 57 year old principal of a private high school was arrested on September 11 in Thasan Ward, Sagaing. She would be charged with Anti Terrorism Act Section 52 (a)

Daw May Thu, 30, a CDM teacher was arrested on October 1, 2023 in Indaw Township On October 20, 2023 the military court sentenced U Hein Min Thu, a CDM teacher to life imprisonment

3 Chin

2 CDM teachers were arrested in Matupi on April 21, 2022

4 Shan

2 CDM teachers, Kyaw Swa and U Pa Zin Ta Pa were arrested on October 24, 2021

Four teachers from Sekhaung Primaru School North Shan were arrested at Nan Pang Market on November 20, 2021

On July 20, 2022, 30 teachers participating in the initiative of "Education for You"/Online education platform affiliated to NUG were detained. The detained teachers are from Magway, Mandalay, Shan, Thanintaryi. The online platform was founded by two teachers in Shan State A CDM teacher, arrested on February 25, 2023 were charged with section 505(a) Penal Code at Lashio court on February 28, 2023

On March 23, 2023 a teacher was sentenced to 2 years prison with hard labour in Lashio

Daw Nan Mya Sein, a 50-year-old CDM education employee living near No. (9) Basic Education High School, was beaten and arrested on July 13, 2023

5 Mandalay

Kaythi Kaing, teacher, was arrested on 19 August, 2021; 4 BEGSC members were arrested on October 31, 2021 U Kyaw San Aung, a teacher, was arrested in Madara Township on November 2, 2021

U Nyein Thu and Daw Mai Thu Aye were arrested in Mattaya, Mandalay on Nov 12, 2021. **Total 8 teachers arrested in Mattaya**

Htet Htet Naing, a teacher, was arrested on 27 April 2022 in Mogoke

3 academic staff of Mandalay University and 17 family members of academic staff participating in the CDM were arrested on August 27, 2022 25 Employees of Yadanabon University participating in the CDM were arrested on August 23, 2022 CDM teachers arrested in Thabangjin Township on August 16, 2022 A CDM teacher was arrested on January 7, 2023 during military raid in Tharekone Village 15 CDM teachers were arrested in Aungmyethazan Township in April 5, 2023

Daw Ei Shwe Zin Myint, founder of an online school under the National Unity Government (NUG), was sentenced to 20 years in prison at Obo Prison Court in Mandalay under the Anti-Terrorism Act on July 17, 2023

U Nan Zeya Oo was, CDM teacher, was arrested on August 13, 2023

6 Magway

3 teachers (Aung Nyi Swe, Thiha Maung and Chit Ko Tun) from Magway Division were arrested on 26 September, 2021 A CDM teacher was arrested on 16 September, 2021 in Pwint Pyu Village

Daw Sandar Moe, was sentenced with three year prison and hard labour for participating in the CDM on August 31, 2022

7 Rakhine

CDM teacher, Cherry Thet Shey was sentenced to 10 years in prison on April 28, 2022. She was arrested in Taungup on November 20, 2021

8 Bago

Ko Soe Thura, a teacher, arrested on Nov 6, 2021 in Pyay, Bago and charged with violating section 505 (A) of the Penal Code Daw Yu Yu Aung, a teacher and her one-year old infant were arrested in Pyay, Bago on Nov 11, 2021

Daw Moe Myat Thazin, a teacher, was arrested in Bago on February 23, 2022

Ko Min Khant Yaw and Ko Shei Wan Yan, teacher trainees were arrested and charged with article 50 J (counter terrorism) on May 3, 2003 in Bago

9 Nayphithaw

Ye Soe Kyaw, a teacher in Naypyithaw was sentenced to 20 years on September 19, 2022

10 Ayeyarwaddy

3 school teachers were arrested in Pyapon in January 2022

U Kaung Kyaw, a primary school teacher from My Aung Township was sentenced to death on December 30, 2022

3 education Dept staff were arrested on March 25, 2023 in Nyandong township. They were charged with section 52 (a) Anti Terrorism Act on March 28, 2023

Daw Theint Theint Soe, a CDM teacher was arrested on May 23, 2003 in Bo Kalay town

at least five (5) CDM school teachers and teachers were arrested by the Military Council in Layyang and Nyaungton townships, Irrawaddy Division on July 27, 2023. They would be charged with Counter Terrorism Act

Two CDM school teachers and a man in Ayerawaddy Division were arrested on November 28, 2023 for allegedly supporting the PDF forces

From January-October 2023, at least 107 houses of Education workers who joined CDM were sealed and confiscated by the military

11 Yangon

Soe Thura Kyaw a..k.a Thar Sar (Pen Name), CEC member of Basic Education Teacher Strike Committee, was arrested on September 24, 2021

U Chet Myat Aung, Khrang Township Basic Education Workers Union, was sentenced to 10 year prison with hard labour on December 2, 2022.

Director of SAC Education Department in Yangon on August 18, 2023 issued a statement that teachers participating in the CDM would not be allowed to enroll in distance learning courses (Bachelor of Education courses) at Yangon and Sagaing University. Thus, those participating in the CDM would be barred from promotion and removed from their current positions.

On December 6 - 7 2023, all staff of University of Technology Yangon who joined CDM were evicted from their housing in the university compound. The rector also demolished the housing .

12 Mon

6 teachers from Thaton, Mon State were arrested on 22 August, 2021.

U Win Bo, lecturer from Thanton Computer University, Mon State was arrested on January 15, 2022

13 Dawei

Ko Weira Soe, headmaster of a basic education school was sentenced to five year prison on December 29, 2022

Teachers killed by military recorded per March 2023: 14*



- 1 Kachin**
U Ko Ko Lay, killed in Myitkyna on March 8, 2021
- 2 Sagaing**
May Hnin Aye, a teacher strike leader, was killed in Homalin, Sagaing during a raid at her house. The military raided her house searching for her brother in law, a strike leader in Sagaing on October 24, 2021
Hlaing Win, was arrested on Dec 3, 2021 and killed in Sagaing military custody on December 8, 2021
Ko Zin Myo Htut, a CDM teacher was killed in Homalin township on February 9, 2023
- 3 Magway**
A CDM teacher, Daw Khin Khew Way and a CDM principal, U Win Kyaw were killed by military on June 10, 2022
- 4 Mandalay**
U Zaw Ling Mang, Wanna Pu Primary School teacher killed in Mandalay on March 27, 2021
U Zaw Min Aung, a CDM teacher died during interrogation in Mandalay. He was arrested at his home in Thabekkyin, Mandalay on November 17, 2021
U Win Lin, a high school teacher, from Sintgaing township, Mandalay was detained on Nov 1 and killed on Nov 2, 2021 at detention center
- 5 Naypyithaw**
Hla Min Maung, middle school teacher from Lewe Township, Nayphithaw was arrested and tortured during the interrogation on Dec 20, 2021. He died on December 21, 2021
- 6 Yangon**
Kyaw Moe Kaing, died at Mingaladon military hospital, Yangon on 30 March 2021 after tortured at Dagon Seikkan police station
- 7 Dawei**
Kyaw Moe Kaing, died at Mingaladon military hospital, Yangon on 30 March 2021 after tortured at Dagon Seikkan police station
Daw Thidar Sun, a basic education teacher, died in Thayet Chaung township while fleeing from military on December 3, 2021
Daw Aye Aye Wah Har, staff of Ottu Primary School, died after having miscarriage while fleeing from military on November 27, 2021



*the estimated actual number of teachers killed by military is 35

HEALTH WORKERS

The military junta continues intensifying crackdown on health workers. In Mandalay, from March 12, 2022 onwards, all private hospitals and clinics must submit lists of patients to junta every day Following wave of arrest of medical workers between October-December 2022, on December 27, 2022 the military ordered the shutdown of five private hospitals in Mandalay. Military Ministry of Health in Mon State issued an order on December 29, 2022 instructing all hospitals not to employ staff who support CDM. Hospital that employed CDM staff would be shutdown.

Within the first quarter of 2023, at least two nurses was brutally killed by junta soldiers. Ma May Zun Moe, a CDM nurse, was arrested in January 2023. After 18 days in the detention, she was gangraped and killed with three gunshots on February 16, 2023. Daw Sien Sien Win, a nurse from Motagyi village, was shot to death on February 28, 2023.

Almost 60 percent of 103,214 health workers joined the CDM resulting shortage of health workers at military-controlled public health facilities. According to the CDM medical network, more than 60,000 health workers joined the CDM in 2021. This year around 45,000 are still active in the CDM. According to the "Insecurity Inside" around 880 health workers are arrested and 97 were killed.

Health Workers Recorded and Updated per December 2023



1

Kachin

12 doctors and 4 nurses were charged under 505-A

2

Sagaing

23 doctors and 6 nurses charged under 505-A of the Penal Code Mazar Phyu Win, a midwife, active in CDM, was arrested in Homalin on May 5, 2022

24 doctors participated in the CDM were fired from Monywa Hospital on October 27, 2021 Dr Myint Mor Kyaw from Sagaing Children Hospital was arrested on December 26, 2022

Dr Zaw Twe Aung was killed while being transferred from Monywa Prison. The car that took him hit a landmine on August 15, 2023

A CDM health worker, Ko Song Ng, 29 year-old was killed by army in Tamu, Sagaing on September 11, 2023

3

Shan

37 doctors and 7 nurses charged under 505-A

34 staffs of Thein Ni General Hospital Shan were subjected to legal charge 2 CDM nurses were arrested in Lashio on February 25, 2023

2 Doctors (Daw Khin Ma Ma and Min Thein) from Kyaukmei were arrested in January 2023 On March 23, 2023 military court sentenced a CDM nurse to two year prison with hard labour in Northern Shan

On October 12 2023, a doctor and nurse couple from Mine Pyoe village were arrested, and on October 17 2023, a female nurse from Gyi Taung Village was detained in Taunggyi City

4

Chin

2 doctors charged under 505-ADR Man Byat Kone, Hakha Hospital was arrested on Sept 9, 2021

5

Magway

16 doctors and 1 nurse charged under 505-A Su Wai Lwin, a healthcare worker, arrested on Sept 12, 2021

6 Mandalay

12 doctors and a nurse charged under the Penal Code article 505-A

408 staffs of Woman General Hospital, Mandalay were under investigation and surveillance 157 Mandalay Hospital staff who participated in the CDM including specialist doctors were fired on March 18, 2022

14 licenses of medics participating in the CDM were revoked in March 2022A pediatrician from Woman Hospital Mandalay was arrested on August 21, 2022

DR Kyaw Kyaw Thet was sentenced to 7 year prison under section 52 (A) Counter Terrorism Act on August 30, 2022

End of October 2022 at least 14 medical staff (doctors, nurses and midwives were arrested On December 24, 2022, two x-ray female staff of (Mandalay) city hospital and Dr Win Khain from Palace Hospital were arrested

Mandalay Private Hospital was closed down by the junta on August 25, 2023 for employing 2 CDM workers. The hospital was re-opened in January 2024

A female doctor living in the East Ward of Aung Nang Ave between 82 Street, 34 Street, 35 Street, Chan Aye Tha San Township was arrested on August 15, 2023 for posting a political opinion on her social media

The military council arrested three people, Dr. Mya Than, the owner of Tat Nay Lin Ophthalmology Clinic between 24th Street, 81st Street and 80th Street, Mandalay City, Aung Mun Tharsan Township, and his wife, Associate Professor of Mandalay University Distance Education Department, Daw Myint Myat Khaing, and another family member, U Yan Naung Thu. The family was arrested on August 23, 2023 and accused of supporting NUG and PDF

7 Kayah

6 doctors and 2 nurses charged under Penal Code article 505-A 18 nurses at Christian mercy clinic were arrested on November 22, 2021 and released on the next day

8 Bago

39 doctors and 5 nurses charged under Penal Code article 505-A

9 Nayphithaw

29 doctors and 6 nurses charged under Penal Code article 505-A

10 Ayerawaddy

13 doctors and 10 nurses charged under Penal Code article 505-A;

Dr Thet Khaing, Head of Kyon Kaik Hospital was arrested on May 2, 2022

11 Yangon

15 doctors and 7 nurses charged under 505-A

On July 5, 2023 two nurses participating from CDM were arrested at Yangon International Airport. They were on the way to join a training in Singapore. The immigration found their names on the list of CDM civil servants barred them from boarding and arrested them at the airport. They were asked to return two-month salary, a loan they took during Covid-19 pandemic. The loan itself was the NLD program to aid civil servants during pandemic. They were released after bailed by their families.

12 Kayin

12 doctors and 4 nurses charged under 505-A

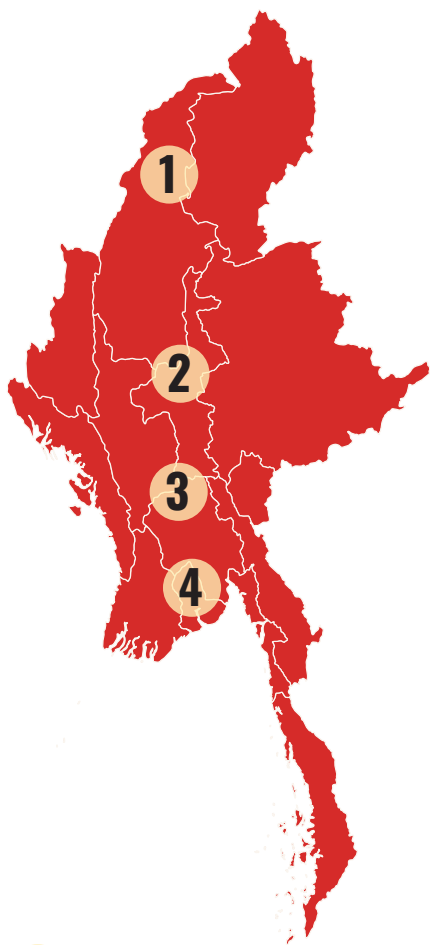
13 Mon

15 doctors and 1 nurses charged under 505-A

14 Thanintaryi/Dawei

3 doctors and 17 nurses charged under 505-A 7 charity clinics workers were arrested on January 25, 2022 1 Mid wife was arrested in Laung Lone Township on March 22, 2022

Health Workers Killed by Military



1 Sagaing

Ma Thar Zein, Medical Aid Worker, Nurse University student killed on March 28, 2021 in Monywa, Sagaing

After four days of detention, Daw Sien Sien Win, a CDM nurse was killed by the military in Motagyi Village on February 28, 2023

A CDM health worker, Ko Song Ng, 29 year-old was killed by army in Tamu, Sagaing on September 11, 2023

2 Mandalay

Dr Phyo Tant Wai, doctor participating in the CDM, killed on Army Day rally in Mandalay on March 27, 2021

Dr Thiha Tunt, doctor participating in the CDM, killed on Army Day Rally in Mandalay on March 27, 2021

Dr Maung Maung Nye Tun died in military detention in August 2021 Nurse Daw Po Thandar Aung, died at Military interrogation center at Royal Palace Mandalay in November 2022

3 Bago

After 18 day detained by the military, a CDM nurse, Ma May Zun Moe was raped and killed by SAC soldiers on February 16, 2023

4 Yangon

Dr Zin Lin, medical worker and Khin Khin Kyaw (nurse) from 500-Bed Yangon General Hospital and Covid 19 volunteers, were killed during the raid in Sanchaung on September 28, 2021



BANKING SECTOR

2

Bank workers unions were formed in 2021 Myanmar Bank Union (MBU) and Bank Workers Trade Union Federation of Myanmar (BWTUFM), affiliated to Myanmar Industry Craft Service- Trade Unions Federation (MICS-TUsF)

6.000

Estimated number of bank workers participated in the CDM



The workers who participated in the CDM were instructed to return to work by April 20, 2021. The bank instructed workers (who wished to return to work) to fill out a form of consent and submit it by April 29. Measures would be taken against those failing to comply with the bank's instruction.



Facing a threat to be nationalized by military junta, on March 17, 2021 Aya Bank issued a notice instructing the workers who participated in the CDM to return to work by March 20. Those decided not to return to work would be granted 3-day paid leave, then 30-day unpaid leave. For those deciding not to return after 30-day unpaid leave, would be dealt by the bank in accordance with labour law.



Yoma Bank instructed the workers, participating in CDM, to return to work on April 20, 2021. Those wishing not to return to work on the proposed date could take unpaid 30-day leave. Those deciding not to return to work after 30-day unpaid leave would be dismissed.



200 MOB staffs were dismissed on April 28, 2021 for participating in CDM, considered violating company's regulation



Hundreds of CB Bank workers in Mandalay defied instruction to return to work on March 1, 2021. The bank pressured the workers to return to work with non-CDM operation consent. It has fired many CDM workers



212 staffs of Central Bank were suspended from work on March 16, 2021 for participating in the CDM. The suspended staffs decided not to take wages from the bank fear of being arrested while collecting wages at the bank

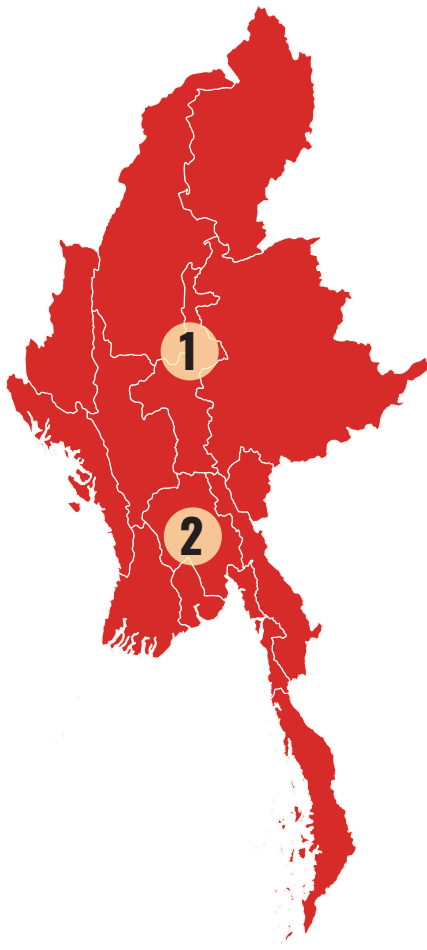


U Htoo Aung Hlaing, a worker from AGD Pakkoku branch was arrested by military at the bank on 5 June, 2021



Hnin Thet Tun, assistant director of Shan Myanmar Economic Bank (MEB) was arrested on April 19, 2022

Health Workers Killed by Military



1 Mandalay

Htoo Aung Kyaw KBZ Myingyan Branch workers killed on March 11, 2021

2 Yangon

Ko Aung Aung Moe CB Bank HQ severely injured and died on March 16

Khine Zar Twe Aya Bank Yangon killed on 28 March, 2021

Su Su Kyi Shihan Bank killed on 1 April, 2021